

CITY OF CHULA VISTA PROPOSAL TO WCE

ARTICLE 3.09
DATE: 05/08/2013

ARTICLE 3.09 JOB SHARING

CURRENT LANGUAGE:

The City will make reasonable accommodation for an employee in a regular position who desires to share his or her job with another qualified employee or eligible person. Jobs may be shared on an hourly or daily basis. All legally permissible benefits will be pro-rated. Each employee shall be notified in writing by the Appointing Authority (as defined in the City Charter) at the time of the appointment and such notification will clearly define the benefits to which each employee is entitled.

CONCERNS:

City should determine, on a case-by-case basis, if job sharing is beneficial to the department and whether or not employees involved are eligible and qualified in order to ensure the utmost effective and efficient service delivery to the citizens of Chula Vista.

PROPOSED LANGUAGE:

~~The City will make reasonable accommodation for an employee in a regular position who desires to share his or her job with another qualified employee or eligible person.~~ A CVEA/SEIU represented employee may submit a request to his or her appointing authority to share his or her job with another eligible and qualified employee ~~or eligible person.~~ *The Human Resources Director, after consideration of a recommendation by the Appointing Authority, may grant or deny such request. If granted, jobs may be shared on an hourly or daily basis. All legally permissible benefits will be pro-rated. Each employee shall be notified, in writing, by the Appointing Authority (as defined in the City Charter) at the time of the appointment and such notification will clearly define the benefits to which each employee is entitled.*

RESULT:

The proposed language ensures that the City has sole authority in granting job-sharing requests in order to ensure the utmost effective and efficient service delivery to the citizens of Chula Vista. Additionally, the Human Resources Director's review of requests ensures consistency Citywide

TENTATIVE AGREEMENT

UNION

MANAGEMENT